

2018 Benefits Open Enrollment

Nov. 1 – 15

2018 Key Benefits Changes

ALL employee benefit groups

- **Flexible Spending Accounts:** The 2018 max health care FSA contribution limit will increase to \$2,600.
- **New administrator for Flexible Spending Accounts and COBRA:** Navia Benefit Solutions will replace WageWorks as the administrator of our Flexible Spending Accounts and COBRA/Retire Medical plan.

Regular Employees

- **KingCare Select (Regence):** A new medical plan option—KingCare Select—will be offered. KingCare Select members choose one of four Accountable Health Networks (AHNs) in the Puget Sound region.
- **Domestic Partners:** Employee benefits will no longer be offered to unmarried partners and their children unless a state-registered domestic partnership has been established.

ATU 587 Transit Employees

- **KingCare Select (Regence):** A new medical plan option—KingCare Select—will be offered. KingCare Select members choose one of four Accountable Health Networks (AHNs) in the Puget Sound region.
- **Benefit Access Fees:** Next year, the monthly Benefit Access Fee for covering a spouse or state-registered domestic partner who has access to other medical coverage will be increasing, as follows:
 - Kaiser Permanente's SmartCare Connect plan: \$75 (was \$50)
 - KingCare (Regence) plan: \$150 (was \$125)
 - New KingCare Select (Regence) plan: \$75
- ATU 587 members with King County medical coverage will have **one** medical expense level (Gold) in 2018. Healthy Incentives colors no longer determine their out-of-pocket medical expense level.
- **Emergency room copay** for the KingCare (Regence) plan is increasing to \$175 (was \$100)
- **Domestic Partners:** Employee benefits will no longer be offered to unmarried partners and their children unless a state-registered domestic partnership has been established.
- **Part-time Partial Pay Transit ATU 587:** There will no longer be the option to make pre-tax premium payments.

Deputy Sheriffs

- No additional changes take effect Jan. 1, 2018.

Benefits, Payroll & Retirement Operations

KC.Benefits@KingCounty.gov

206-684-1556

kingcounty.gov/open-enrollment



King County